

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 11-20 As Amended

Introduced by _____ Council President Boniface at the request of the County Executive
Legislative Day No. 11-12 Date April 19, 2011

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan, Harford County Ordinance No. 10-15, and to enact a new Harford County Pay Plan and Classification Plan to stand in lieu of the Ordinance repealed; to provide a pay plan for County employees; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 19, 2011

Introduced, read first time, ordered posted and public hearing scheduled

on: May 17, 2011

at: 7:00PM

By Order: Mary Kate Flinley, Acting Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 17, 2011, and concluded on, May 17, 2011.

Mary Kate Flinley, Acting Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

1 Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County
 2 Ordinance No. [09-15, as amended] 10-15, Harford County Pay Plan and Classification Plan, is hereby
 3 repealed and that new Harford County Pay Plan and Classification Plan be, and it is hereby, enacted to stand
 4 in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

<u>Classification</u>	<u>Grade</u>
Accountant I	PT1
Accountant II	PT3
Accountant III	PT5
Accountant IV	MG1
Accounting Clerk I	CA4
Accounting Clerk II	CA5
ACCOUNTING CLERK TRAINEE	CA2
Accounting Technician I	CA6
Accounting Technician II	PT1
Accounts Payable Supervisor	PT4
Administrative Assistant I	CA5
Administrative Assistant II	CA6
Administrative Budget Technician I	PT1
Administrative Budget Technician II	PT3
Administrative Secretary I	CA6
Administrative Secretary II	PT1
Administrative Secretary III	PT3

1	Administrative Specialist I	PT1
2	Administrative Specialist II	PT2
3	Administrator	MG1
4	Animal Control Officer I	CA4
5	Animal Control Officer II	CA6
6	Asset Manager	PT5
7	Assistant Council Attorney	MG1
8	Assistant County Attorney I	PT4
9	Assistant County Attorney II	MG1
10	[Assistant Manager, Harford Transit	PT4]
11	Assistant Secretary of the Council	CA6
12	Assistant Senior Center Manager	PT3
13	Assistant Storekeeper	CA3
14	Assistant Superintendent	PT5
15	Assistant Supervisor of Custodial Workers	CA6
16	Assistant Supervisor of Revenue Collections	PT2
17	Broadcast Technician	CA5
18	Budget Analyst	PT2
19	[Budget Assistant	CA6]
20	Building Construction and Repair Supervisor	PT2
21	Building Inspections Supervisor	PT5
22	Bus Driver	CA3
23	[Cashier - Development Trainee	CA1]

1	[Cashier I	CA3]
2	[Cashier II	CA5]
3	Central Services Operator	CA3
4	Central Services Specialist	CA5
5	Central Stores Coordinator	CA5
6	Central Stores Manager	PT1
7	Chauffeur-Laborer	CA3
8	Chemist	PT4
9	Chief Animal Control Officer	PT4
10	Chief Construction Inspector	PT5
11	[Chief of Parks and Facilities	MG2]
12	[Chief of Recreation	MG2]
13	Chief of Security	PT3
14	Chief of Staff	[MG3]CB1
15	Chief Vertical Inspector	PT5
16	[Chief, Access & Utilities Permits	MG1]
17	Chief, Budget & Management Research	MG3
18	Chief, Bureau of Accounting	MG2
19	Chief, Bureau of Construction Management	MG1
20	Chief, Engineering Division	MG2
21	[Chief, Environmental Enforcement	PT5]
22	Chief, Facilities & Operations Division	MG2
23	Chief, Highways Division	MG2

1	Chief, Housing Services	PT5
2	Chief, Information and Communications Technology	MG4
3	Chief, Inspections, Licenses & Permits	MG1
4	CHIEF, PARKS & RECREATION	MG2
5	Chief, Property Management	MG1
6	Chief, Solid Waste Management Division	MG2
7	Chief, Water & Sewer	MG2
8	Civil Engineer I	PT2
9	Civil Engineer II	PT3
10	Civil Engineer III	PT5
11	Civil Engineer IV	MG1
12	Claims Adjuster	PT3
13	[Claims Clerk	CA5]
14	[Clerical Assistant	CA1]
15	[Clerk - Dispatcher	CA3]
16	CLERICAL ASSISTANT I	CA1
17	CLERICAL ASSISTANT II	CA2
18	Clerk Typist	CA3
19	Client Advocacy Services Assistant Manager	PT4
20	Client Advocacy Services Manager	PT5
21	Client Advocacy Services Specialist	PT3
22	Commercial Inspector	PT3
23	Communications Specialist I	CA3

1	Communications Specialist II	CA5
2	Community Resources Coordinator	PT2
3	[Computer Operations Supervisor	PT4]
4	Computer Operator	CA5
5	Computer Operator Trainee	CA3
6	Computer Records Assistant	CA5
7	Computer Systems Engineer I	PT1
8	Computer Systems Engineer II	PT2
9	Computer Systems Engineer III	PT3
10	Computer Systems Engineer IV	PT5
11	Coordinator for Disabilities	PT2
12	Council Administrator	MG1 <u>MG2</u>
13	Council Attorney (Part-Time)	MG3
14	[Council Auditor	MG1]
15	County Attorney	CB2
16	COUNTY AUDITOR	MG2
17	Crew Chief	PT2
18	Crew Leader I	CA5
19	Crew Leader II	CA6
20	Cultural Arts Board Coordinator	PT2
21	Custodial Worker I	LB2
22	Custodial Worker II	CA2
23	[Custodial Worker III	CA3]

1	Database Administrator	PT4
2	Deputy Chief of Staff	MG1
3	Deputy Chief, Budget & Management Research	MG1
4	[Deputy Chief, Management Information Systems	MG2]
5	Deputy County Attorney	CB1
6	Deputy Director of Community Services	MG2
7	Deputy Director of Economic Development	MG2
8	Deputy Director of Human Resources	MG3
9	Deputy Director of Inspections, Licenses & Permits	MG3
10	Deputy Director of Planning & Zoning	MG3
11	Deputy Director of Procurement	MG2
12	Deputy Director of Public Works	MG3
13	Deputy Manager, Emergency Operations	MG1
14	Deputy Treasurer	MG3
15	Director of Administration	CB2
16	Director of Community Services	CB1
17	Director of Economic Development	CB1
18	Director of Governmental & Community Relations	CB1
19	Director of Human Resources	CB1
20	DIRECTOR OF INFORMATION & COMMUNICATIONS TECHNOLOGY	CB1
21	Director of Inspections, Licenses & Permits	CB1
22	Director of Parks & Recreation	CB1
23	Director of Planning & Zoning	CB1

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1	Director of Procurement	CB1
2	Director of Public Works	CB2
3	Drafting Technician I	CA3
4	Drafting Technician II	CA5
5	Drafting Technician Trainee	CA1
6	Economic Development Associate	PT2
7	Electrician, Water & Sewer Operations	PT2
8	Electronic Services Technician	PT1
9	Engineering Associate I	CA5
10	Engineering Associate II	CA6
11	Engineering Associate III	PT2
12	Engineering Associate IV	PT3
13	Engineering Associate V	PT4
14	Engineering Records Technician	PT1
15	Equipment Operator	CA5
16	Equipment Operator Trainee	CA4
17	Equipment Repair Specialist	CA6
18	Executive Director, HCN	MG1
19	Financial Systems Coordinator	PT3
20	Financial Systems Management Supervisor	PT4
21	Fleet Manager	PT5
22	GIS Analyst I	PT3
23	GIS Analyst II	PT4

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1	GIS Coordinator	PT5
2	GIS Public Access Technician	PT1
3	GIS Technician I	PT1
4	GIS Technician II	PT3
5	Grants Administrator	PT4
6	Grants Coordinator	PT3
7	Grants Specialist I	CA6
8	Grants Specialist II	PT1
9	[Harford Transit Safety/Training Supervisor	PT3]
10	[Help Desk Support Specialist	CA5]
11	Housing Inspector	PT1
12	Housing Services Coordinator	PT4
13	Housing Services Counselor	PT2
14	Human Relations Manager	PT5
15	Human Resources Analyst	PT3
16	Human Resources Clerk	CA4
17	Human Resources Manager	PT4
18	Human Resources Specialist	PT1
19	Human Resources Technician	CA5
20	Inspector I	CA6
21	Inspector II	PT2
22	Inspector III	PT4
23	Instrumentation Technician	PT2

1	Juvenile Drug Court Coordinator	PT4
2	Laboratory Assistant	CA5
3	Laboratory Technician	PT1
4	Laborer	LB2
5	Land Surveyor	PT4
6	Landfill Supervisor	PT2
7	Legal Assistant I	CA5
8	Legal Assistant II	PT1
9	Legal Assistant III	PT3
10	[Legal Clerk	CA3]
11	[Legal Secretary	CA5]
12	Legal Specialist I	CA6
13	Legal Specialist II	PT1
14	Legal Specialist III	PT2
15	Legislative Drafter	PT5
16	Legislative Research Assistant	CA5
17	Legislative Secretary	CA5
18	Licensing Clerk	CA3
19	[Litter Control Program Leader	CA4]
20	Litter Control Program Supervisor	CA6
21	Long-Term Care Coordinator	PT3
22	Mailroom Clerk-Messenger	CA1
23	Maintenance Mechanic I	CA5

1	Maintenance Mechanic II	PT1
2	Maintenance Supervisor	PT4
3	Maintenance Worker I	CA2
4	Maintenance Worker II	CA4
5	Maintenance Worker Trainee	LB2
6	[Management Analyst	PT4]
7	Management Assistant I	PT3
8	Management Assistant II	PT4
9	MANAGER, BUSINESS IMPLEMENTATION	MG3
10	Manager, Emergency Services	MG3
11	Manager, Harford Transit	PT4
12	Manager, Senior Center Division	PT5
13	Manager, Substance Abuse & Drug Control Policy	MG1
14	Master Cabinetmaker	CA6
15	[Media Specialist	PT3]
16	Park Building Maintenance Worker	CA4
17	Permits Clerk	CA3
18	Permits Review Supervisor	PT5
19	Permits Technician	CA5
20	Planner I	PT1
21	Planner II	PT3
22	Planner III (Supervisory or Technical)	PT5
23	Planner IV	MG2

1	Planning & Zoning Division Chief	MG2
2	Planning Assistant I	CA5
3	Planning Assistant II	CA6
4	Plans Reviewer I	PT2
5	Plans Reviewer II	PT4
6	Plant Operations Manager	PT5
7	Plant Operator (Water or Wastewater)	CA6
8	Plant Operator Trainee I (Water or Wastewater)	CA3
9	Plant Operator Trainee II (Water or Wastewater)	CA5
10	Plant Superintendent, Water & Sewer	MG1
11	Pre-Treatment Inspector	PT2
12	Process Engineer	PT5
13	Procurement Agent I	PT1
14	Procurement Agent II	PT3
15	Procurement Agent III	PT4
16	Producer Manager, HCN	PT5
17	Programmer	PT2
18	Programmer Analyst I	PT4
19	Programmer Analyst II	PT5
20	[Public Information Assistant	PT2]
21	Public Safety Dispatcher I	CA4
22	Public Safety Dispatcher II	CA5
23	Public Safety Dispatcher III	PT1

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1	Public Safety Dispatcher, Probationary	CA3
2	Public Safety Hazmat Manager	PT3
3	Public Safety Manager	PT5
4	Public Safety Shift Manager	PT4
5	Public Safety Supervisor	PT2
6	Recreation Specialist I	CA5
7	Recreation Specialist II	PT1
8	Recreation Specialist III	PT3
9	Recreation Specialist IV	PT4
10	Recreation Specialist V	PT5
11	Recycling Program Coordinator	PT2
12	Recycling Program Manager	PT5
13	[Revenue Collections Supervisor	PT4]
14	[Risk Management Assistant	CA6]
15	Risk Manager	MG1
16	Road Marking Equipment Operator I	CA5
17	Road Marking Equipment Operator II	CA6
18	Road Marking Equipment Operator III	PT1
19	Safety Inspector	PT2
20	[Safety Inspector Trainee	CA6]
21	Safety Officer	PT3
22	[Secretary I	CA3]
23	[Secretary II	CA5]

1	[Secretary, County Executive	PT3]
2	[Security Guard	CA3]
3	Senior Assistant Council Attorney	MG3
4	Senior Assistant County Attorney	MG3
5	Senior Budget Analyst	PT4
6	Senior Center Manager	PT4
7	Senior Center Specialist	PT2
8	Senior Computer Operator	CA6
9	Senior Economic Development Associate	PT4
10	Senior Electrician Water & Sewer Operations	PT3
11	Senior Equipment Operator	CA6
12	Senior Instrumentation Technician	PT3
13	Senior Laboratory Technician	PT3
14	Senior Plans Reviewer	[PT4]PT5
15	Senior Plant Operator (Water or Wastewater)	PT2
16	Senior Water/Wastewater Facility Mechanic	PT2
17	Shift Supervisor/Plant Operations	PT4
18	Skilled Trade Apprentice	CA3
19	Special Police Officer I	CA5
20	Special Police Officer II	CA6
21	Storekeeper	CA4
22	Superintendent of Highways	MG1
23	Superintendent of Laboratories	MG1

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1	Superintendent of Parks & Facilities	PT5
2	Superintendent, Water & Sewer Facilities	MG1
3	[Supervisor of Central Services	PT4]
4	Supervisor of Custodial Workers	PT2
5	[Systems Analyst	PT5]
6	[Systems Programmer	PT4]
7	TEAM LEADER	PT1
8	Telecommunication Specialist I	PT4
9	Telecommunication Specialist II	PT5
10	Telecommunications Coordinator	MG1
11	Telecommunications Engineer I	PT2
12	Telecommunications Engineer II	PT3
13	Trades/Laborer	CA4
14	Traffic Operations Supervisor	PT4
15	Traffic Sign Mechanic I	CA2
16	Traffic Sign Mechanic II	CA4
17	Traffic Sign Mechanic III	CA6
18	Treasurer	CB1
19	Utility Worker I	CA5
20	Utility Worker II	CA6
21	[Water & Sewer Accounting Supervisor	PT4]
22	Water & Sewer Facilities Maintenance Specialist	PT3
23	Water & Sewer Permits Technician	CA5

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1	Water & Sewer Utility Crew Chief	PT2
2	Water Meter Mechanic I	CA3
3	Water Meter Mechanic II	CA5
4	Water Meter Mechanic Trainee	CA2
5	Water Meter Technician I	CA6
6	Water Meter Technician II	PT2
7	Water/Sewer Utility Technician I	PT1
8	Water/Sewer Utility Technician II	PT3
9	Water/Sewer Utility Technician III	PT4
10	Water/Sewer Utility Worker I	CA2
11	Water/Sewer Utility Worker II	CA3
12	Water/Sewer Utility Worker III (Certified)	CA6
13	Water/Sewer Utility Worker III (Non-certified)	CA4
14	Water/Sewer Utility Worker IV	PT1
15	Water/Wastewater Facility Mechanic	CA6
16	Water/Wastewater Facility Mechanic Trainee	CA5
17	Web Administrator	PT4
18	Web Designer	PT3
19	Weighmaster/Attendant I	CA2
20	Weighmaster/Attendant II	CA3
21	Weighmaster/Attendant Trainee	CA1
22	Zoning Enforcement Coordinator	PT5
23	Zoning Hearing Assistant	CA6

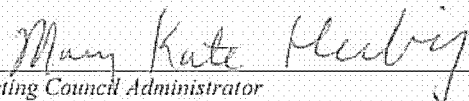
1	Zoning Hearing Examiner (Part-Time)	PT5
2	Zoning Inspector I	CA6
3	Zoning Inspector II	PT1
4	Zoning Technician	CA5

5 Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code, as
6 amended.

7 Section 3. Be It Further Enacted, that this Act is hereby declared to be an emergency act, necessary for
8 the proper operation of the county government, and it shall become law on the date it is signed by the County
9 Executive; however, payments or benefits shall continue to be paid under Ordinance [09-15, as amended,]
10 10-15 until [June 25, 2010] JUNE 10, 2011 and no payments or benefits shall accrue under this act until on
11 or after [June 26, 2010] JUNE 11, 2011.

EFFECTIVE: May 19, 2011

The Council Administrator does hereby certify that fifteen (15) copies of this Bill are immediately available for distribution to the public and the press.



Acting Council Administrator

HARFORD COUNTY BILL NO. 11-20 As Amended

Brief Title Pay & Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

Mary Kate Herbig
Acting Council Administrator

Date May 17, 2011

ENROLLED

Bill Babin
Council President

Date May 17, 2011

BY THE COUNCIL

Read the third time.

Passed: LSD 11-15

Failed of Passage: _____

By Order

Mary Kate Herbig
Acting Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 18th day of May, 2011 at 3:00 p.m.



Mary Kate Herbig
Acting Council Administrator

BY THE EXECUTIVE

David R. Craig
COUNTY EXECUTIVE

APPROVED: Date May 19, 2011

BY THE COUNCIL

This Bill No. 11-20 As Amended having been approved by the Executive and returned to the Council, becomes law on May 19, 2011.

EFFECTIVE DATE: May 19, 2011

Mary Kate Herbig
Mary Kate Herbig
Acting Council Administrator

GOVERNMENT SERVICE PAY SCHEDULE

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
LB1	\$21,400	\$44,450
LB2	\$22,600	\$47,986
CA1	\$23,700	\$51,002
CA2	\$26,200	\$54,142
CA3	\$27,500	\$57,182
CA4	\$30,200	\$62,608
CA5	\$33,100	\$66,290
CA6	\$37,300	\$71,198
PT1	\$39,900	\$76,190
PT2	\$43,900	\$84,032
PT3	\$47,400	\$90,230
PT4	\$52,800	\$97,261
PT5	\$57,700	\$110,115
MG1	\$64,300	\$114,629
MG2	\$71,400	\$118,934
MG3	\$81,000	\$124,862
MG4	\$91,600	\$141,606
CB1	\$91,600	\$141,606
CB2	\$105,700	\$165,464